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21 December 1951

CAREER SERVICE COMMITTEE

Working Group on CAREER BENEFITS

Minutes of the 9th Meeting, 20 December 1951, 3:30 P.M.

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Present:

[REDACTED] Office of General Counsel, Chairman
[REDACTED] Office of Special Operations
[REDACTED] Exec. Secy./Career Service Committee
[REDACTED] /Office of Personnel
[REDACTED] e/EXO/Office of Policy Coordination
[REDACTED] hf./Personnel and Training/OPC
[REDACTED] Jr./EXO/Office of Communications, Secretary

1. The minutes of the 8th meeting were approved, subject to the following addition to paragraph 6:

"This applies equally to Staff Employees under similar circumstances."

2. A review of the summary of proceedings of Working Groups, prepared by the Career Service Committee, reveals that this statement of Career Service Committee activities is in accord with progress made to date by the Working Group on Benefits and with the Agenda which it has established. However, it was agreed that each Working Group member will review the Benefits Agenda for evidence of duplication of effort toward the solution of problems in the Agenda, which might more properly be assignable to one or other of the Working Groups under the Career Service Committee. This position is validated by virtue of the fact that any considered benefits program is closely interlocked with the activities of nearly every Working Group under the Career Service Committee.

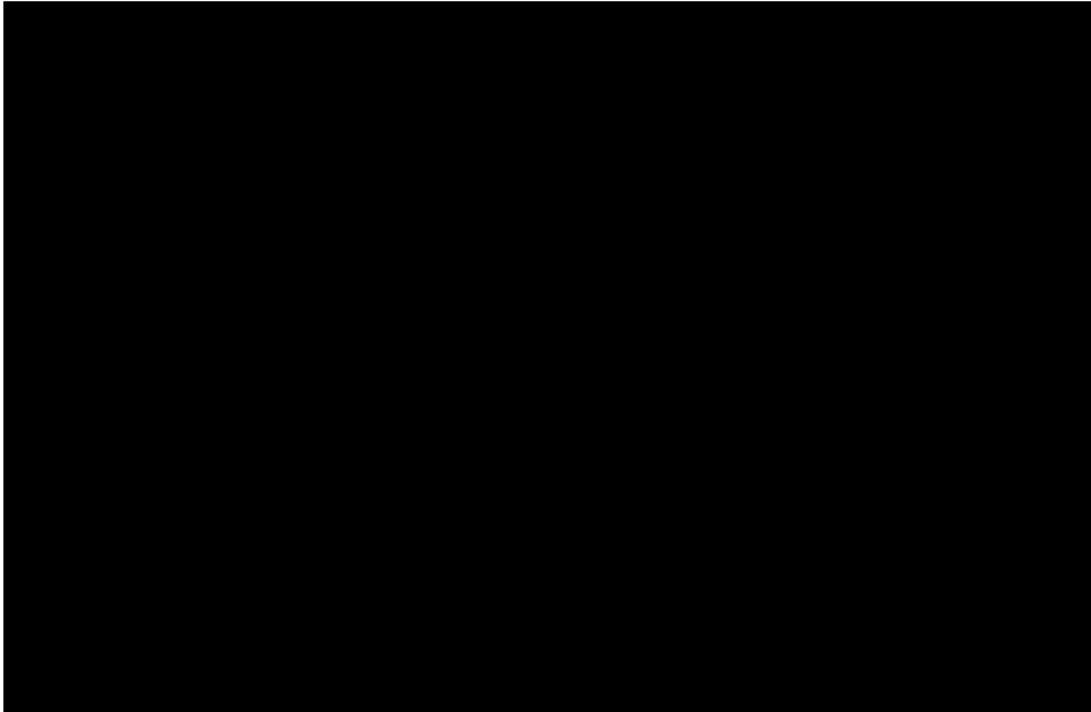
3. The Executive Secretary presented a copy of OSO Notice 177-51, which sets forth information concerning War Agencies Employees' Protective Association Life Insurance. This Notice had been referred to the Career Service Committee by the Advisor for Management where it has been further referred to the Working Group on Benefits for appropriate action. The Working Group concurred that this matter is essentially administrative in character and that it is not properly a part of the Benefits Working Group Agenda. The Secretary was directed to endorse this matter to the Executive Secretary reflecting this view.

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4. The balance of the meeting was given over to the discussion of types of extra-hazardous duty, which were suggested by the representative of OPC and which warrant consideration for extra-hazardous pay; these types are:

- a. Duty as a pilot or crew member involving participation in operational aerial flight.
- b. Duty involving participation in glider flights.
- c. Duty involving parachute jumping, either operational or in connection with training of personnel.



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It was agreed that items "a" through "f", including "h", could be eliminated from current discussions by virtue of their being provided for by law; that is, justification of their use by this Agency could be based upon practice established by the military departments.

The Committee compared items "g" and "i" and agreed that these items may be combined, provided a clear definition can be had of the terms "hostile areas" and "countries hostile to the United States."

The balance of time was given over to debating whether or not hazardous-duty pay is warranted on the basis of an individual's readiness


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to accept hazardous duty for some minimum period as opposed to the idea of extra-hazardous-duty pay determined on an assignment basis; that is, certification for such duty on the basis of formal orders. No conclusions were reached.

5. The Working Group adjourned at 5:00 p.m. to reconvene on Thursday, 3 January 1952, 3:30 p.m., Administration Building, Conference Room #2.

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